

Policy S-5
FLORIDA STATE UNIVERSITY
COLLEGE OF NURSING

TITLE: SUBSTANCE ABUSE POLICY

POLICY: Students who are unable to practice nursing with reasonable skills and safety to clients/patients due to the use of alcohol, drugs, chemicals or any other type of material or as a result of any physical or mental condition may be dismissed from the nursing program.

RATIONALE: The College of Nursing is committed to maintaining a drug and alcohol-free workplace and academic environment; therefore, the use, possession, manufacturing, distribution, dispensing, selling or arranging to distribute illegal drugs and/or alcohol by students in the Florida State University College of Nursing will not be tolerated. Clinical facilities require drug screening for security purposes on individuals who provide services within the facility and especially those who supervise care and render treatment to vulnerable populations. To facilitate this requirement, the Florida State University College of Nursing has agreed to require these drug screening reviews for students and faculty.
Students enrolled in the College of Nursing are to attend and participate in all classes, class assignments, clinical, and clinical assignments without alcohol and/or non-prescribed drugs in their system.

PROCEDURE:

1. Upon admission, students must complete a urine drug screen using the Urine 10 Panel Test as provided by American DataBank (complio). Students may be required by a clinical agency to submit an additional drug screen prior to beginning clinical rotations at the agency.
2. Should physical and/or behavioral signs of alcohol and/or other drug intoxication be exhibited by a student and/or detected by agency personnel, staff, clients, faculty or peers, the student will be required to immediately undergo testing by an independent laboratory designated by the College of Nursing or by using the Urine 10 Panel Test as provided by American DataBank (complio). The test will consist of, but not be limited to, a Blood Alcohol Level and/or a Urine 10 Panel Test.
3. If the student tests positive in either of the above situations (#1 or #2), the student will be dismissed from the College of Nursing and the College of Nursing will make a referral to the Intervention Project for Nurses (IPN)

program for further testing, counseling, and evaluation. If the student refuses to voluntarily cooperate with the IPN program, the student will be dismissed from the College of Nursing and no further consideration will be given for readmission. The only exception made will be results that coincide with a prescribed drug that is currently being taken by the student. This must and will be substantiated by a Medical Review Officer (MRO) associated with American DataBank (complio).

3. Students who have been dismissed must write a letter to the College of Nursing Admission, Retention and Graduation Committee asking for readmission. (see Policy U-13)
4. Following dismissal, reinstatement into the College of Nursing will be contingent upon the student's involvement and evaluation by IPN and/or one of the approved programs designed and approved by IPN. The student must have a period of success as documented by IPN for one (1) year.
5. Students will receive a letter from the Associate Dean for Academic Affairs informing the student of their decision.

Approved by:

Faculty:	2/27/04	6/16/06	4/20/07	4/18/08	8/11/10	1/24/2020
Dean:	2/27/04	6/20/06	4/20/07	4/18/08	8/11/10	1/24/2020